# CHAPTER 2

# ORGANIZATIONAL CLIMATE

# Overview

- Define EO terms and definitions
- Explain the purpose of climate assessments and methods of employment
- Explain the purpose and use of statistical data
- Identify methods for prevention of discrimination
- Explain methods for reporting inappropriate behavior

# Chain of Command

- **Primary and preferred method for addressing discriminatory practices**

# Monitoring of Command Climate

- **Accomplished through concerned leadership and open responsive channels of communication**
- **Invaluable in assessing the cohesion of a command**

# Discrimination Indicators

- Increase in complaints
- Increase in incidents
- Prejudicial literature, signs, graffiti, etc.
- Derogatory clothing and tattoos
- Segregation

# Assessment Process

- Desired outcome
- Scope and sequence of events
- Execution
- Results strategies

# Assessments

- **Valuable tool in determining command climate**
- **With-in 90 days of assuming command**
- **Survey types**
  - **DEOCS**
    - ✓ **Paper generated**
    - ✓ **On-Line**
    - ✓ **Combination of both**

# Statistical Data

- **Appendix "A" of the EOM is the ideal tool to manage the EO environment**
  - **Part of the AIRS checklist for the unit EO program CGIP**

# Communication / Information & Awards Programs

- **Channels of communication:**
  - **Indoctrination briefs**
  - **Leadership training**
  - **Bulletin boards**

- **Internal information and public affairs**
  - **Special emphasis observances**
  - **Public and internal media**
  - **Community relations**

# Career Development / Assignment

- **Commanders ensure that discrimination is not a factor in screening processes**

- **Assignments are based on:**
  - **Grade**
  - **Occupational skill requirements**
  - **Performance**
  - **Needs of the Marine Corps**

# Training

- **Primary means of implementing command EO objectives is through leadership training**

- **Training information resources**
  - **Videos**
  - **Class Outlines**
  - **Reading Material**
  - **Pamphlets**
  - **Posters**

# Military Justice

- **Military justice / administrative separations performed free of discrimination**
- **Investigate discrimination within the judicial process**
- **Monitor disciplinary statistics**
  - **Refer to appendix A**

# Terms & Definitions

- **Discrimination**
  - **Illegal treatment based on:**
    - ✓ **Age**
    - ✓ **Color**
    - ✓ **Gender**
    - ✓ **Race**
    - ✓ **Religion**
    - ✓ **National origin**

# Terms & Definitions

- **Elements Sexual Harassment:**
  - **Unwelcome**
  - **Sexual in Nature**
  - **Creates Hostile Work Environment**

**Specific details are covered in a separate period of instruction.**

# Terms & Definitions

- **Racial Incident**
  - **Incident that involves members of two or more racial/ethnic groups**
  - **Support of known racist organizations or groups**

- **Significant Incident**

# Preventing Discrimination

- **Be proactive**
  - **Investigate thoroughly**
  - **Address incidents**
  - **Training**
- **Publicize policy**
- **Publicize complaint procedures**
- **Refusing to condone**

# Reporting Inappropriate Behavior

- Informal (IRS)
- Formal (Request Mast)
- Recipients decision
- Forwarded complaints, commanders decide the method of resolution

# Discriminatory Practices On / Off Base

- Use of base / unit facilities
- Off base facilities / housing

# Discrimination by Private Organizations

- **Prohibits using facilities**
  - **Use if facilities is prohibited**
  - **Off limits is justified**
  - **Reject participation**
  - **Full range of administrative procedures**

- **Association is permitted as long as it is not contrary to good order and discipline**

# Summary

- Define EO terms and definitions
- Explain the purpose of climate assessments and methods of employment
- Explain the purpose and use of statistical data
- Identify methods for prevention of discrimination
- Explain methods for reporting inappropriate behavior